



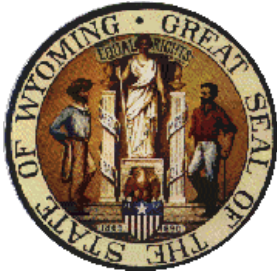
Workforce Report 2009

Wyoming State Government

- **Executive Branch**
- **Legislative Service Office**
- **Judicial Branch**
- **University of Wyoming**

May 2010

**Prepared by:
Dept of Administration & Information
Human Resources Division
Data/Payroll Services**



STATE OF WYOMING

DEPARTMENT OF ADMINISTRATION
AND INFORMATION

Director's Office

Dave Freudenthal

Governor

Mike McVay

Director

Dear Reader:

This is the 29th edition of the annual Workforce Report. Our goal is to provide information about the State of Wyoming employee population to use in your workforce analysis and decision making.

Readers may notice that the impact the state of the economy can be seen in our State of Wyoming workforce metrics. Comments giving analysis of the data have been added to the main sections this year.

This report, and previous years versions of the report, are available on our website at (<http://personnel.state.wy.us/WF/Index.htm>). Please contact us for enhancements you would like to see in the future. You may also contact the A&I Human Resources Division if you would like customized analysis of human resources data.

Thank you for your interest in our State of Wyoming employees.

A handwritten signature in black ink that reads "Mike McVay".

Mike McVay, Director

Department of Administration & Information Mission:

To provide leadership, stimulus, and infrastructure to empower our customers to provide quality services, products and information to their constituents.

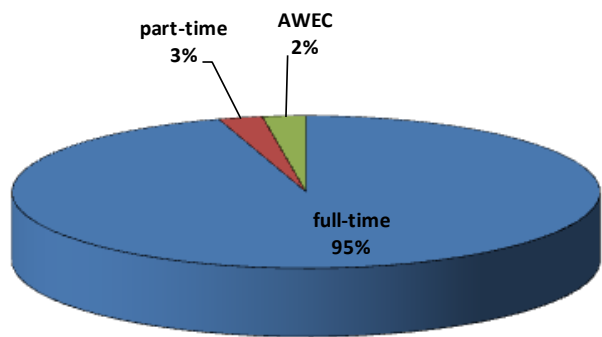
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Executive Summary

- Total number of filled positions has remained similar to 2008.
- In 2009, the number of AWEC contract positions has significantly decreased.
- The Department of Corrections opened the new Wyoming Medium Correctional Institution. This institution accounts for 254 of the new full-time positions on the report.
- Base salaries increased by 3.0% which is the lowest increase in 6 years.
- Total turnover dropped to 9.4%; this is the lowest turnover rate since the beginning of our documentation that started in 1976.

Composition of State Government Workforce



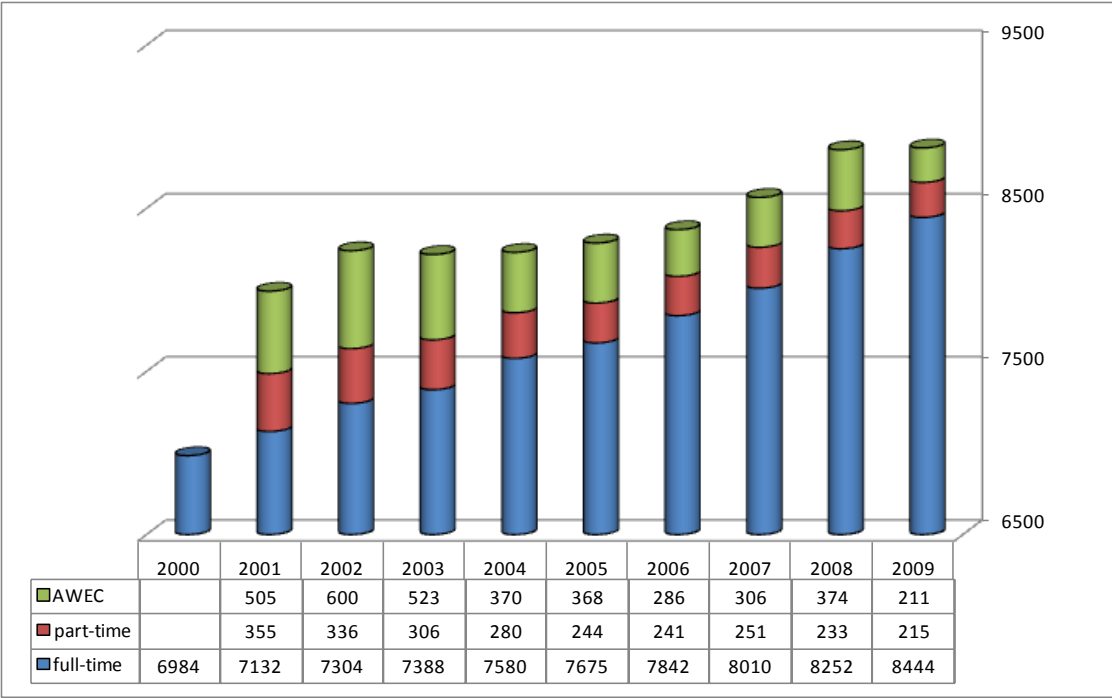
In December 2009
8870 employees worked for the
Executive Branch of the
State of Wyoming.

95% of the workforce worked on a
Full-time regular basis.

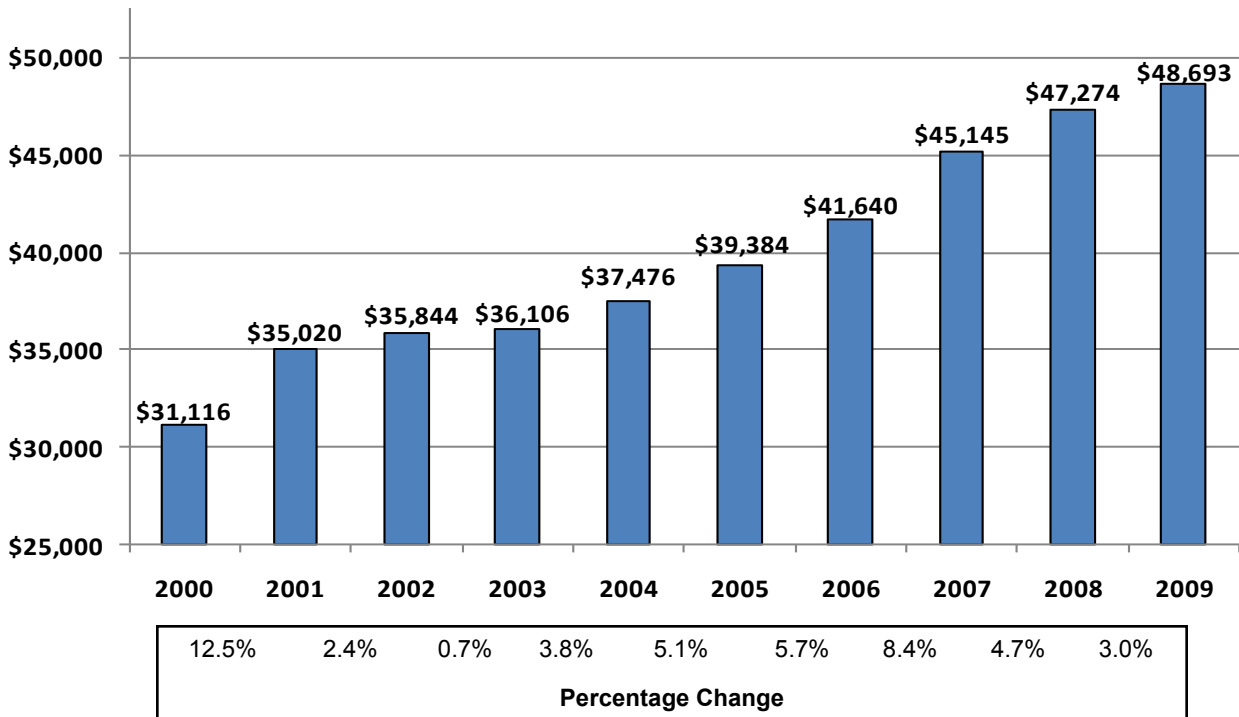
8444 full-time
215 part-time
211 At-Will Employee Contract

**This report explores data about the
State’s full-time workforce.**

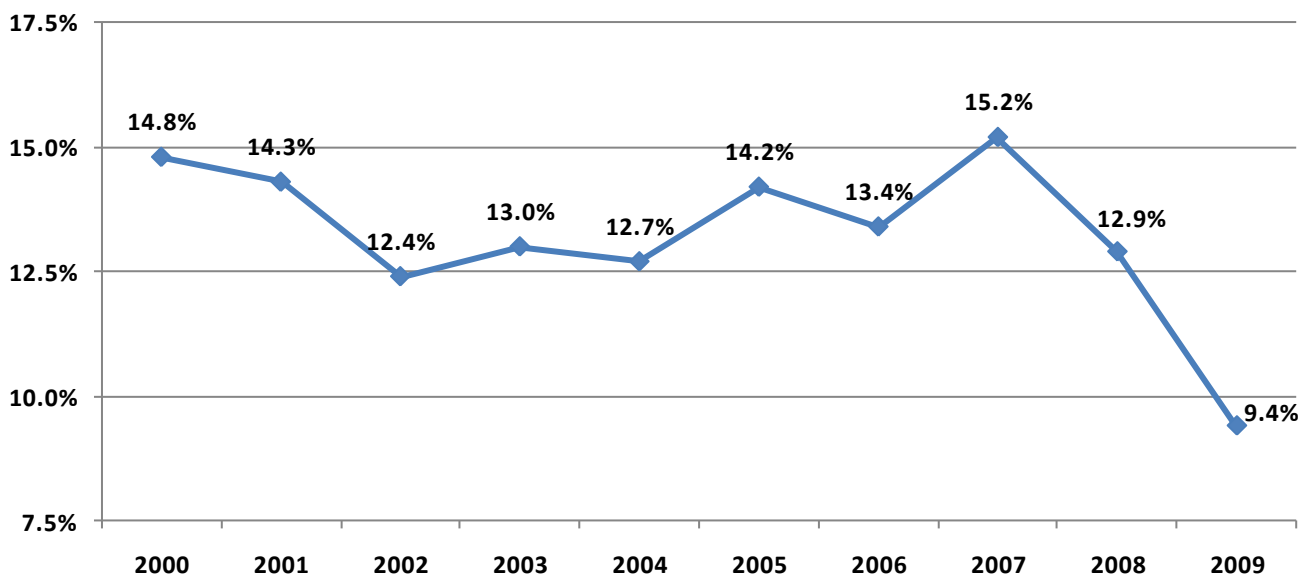
Employee Count 10 Year History



Average Annual Base Salary 10 Year History



Turnover Rate 10 Year History



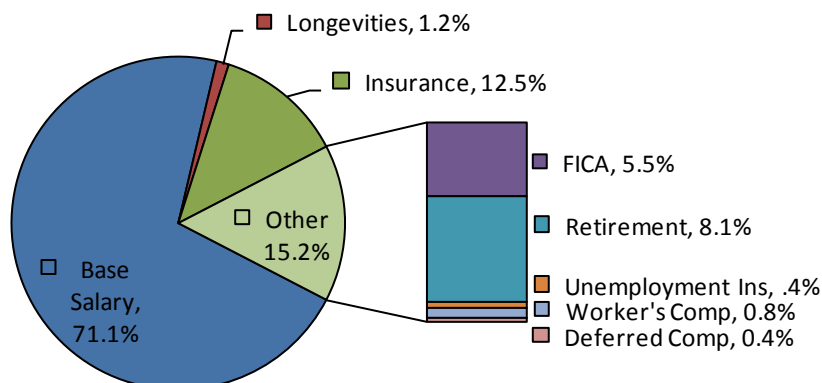
Total Compensation Analysis

Executive Branch*	Annually
Average Base Salary for 2009	\$48,693
Average Longevities (1.71 longevities @ \$40.00)	\$828
Subtotal	\$49,521
Employer Paid Benefits	
FICA @ 7.65%	\$3,788
Retirement @ 11.25%	\$ 5,571
Insurance**	\$8,556
Unemployment Insurance @ 0.5%	\$248
Workers' Compensation @ 1.17%	\$579
Deferred Compensation***	\$240
Subtotal	\$18,982
Total Compensation (Salary + Benefits)	\$68,503
Benefits as a Percent of Salary	38.3%

*Executive Branch does not include Community Colleges or University of Wyoming employees.

**This rate is the average State contribution for all participants.

***The Deferred Compensation match is a voluntary benefit received by putting at least \$20/month into the Deferred Compensation Plan. Participation is not at 100%.



Employee Counts Salaries Diversity EEO-4 Data

While the statewide count of full-time employees increased by 2.3%, that shift is due to several reasons including:

- ◆ The opening of the new Wyoming Medium Correctional Institution accounts for an increase of 254 full-time positions.
- ◆ Several agencies elected to give up positions during the Governor's 10% budget reduction initiative. They have also chosen to not fill some positions in a effort to effectively manage their budgets during this time.

The opening of the Wyoming Medium Correctional Institution has brought significant change to the metrics for the Department of Corrections. Included in them are that:

- ◆ The employee count increased 34.3%
- ◆ While the average base salary of employees statewide increased 3.0%, the average base salary at Department of Corrections decreased 2.6%.
- ◆ Department of Corrections has the lowest average base salary of all State agencies.

Due to the implementation of the new classification system in 2009, data previously reported by classification series is now reported by Occupational Group.

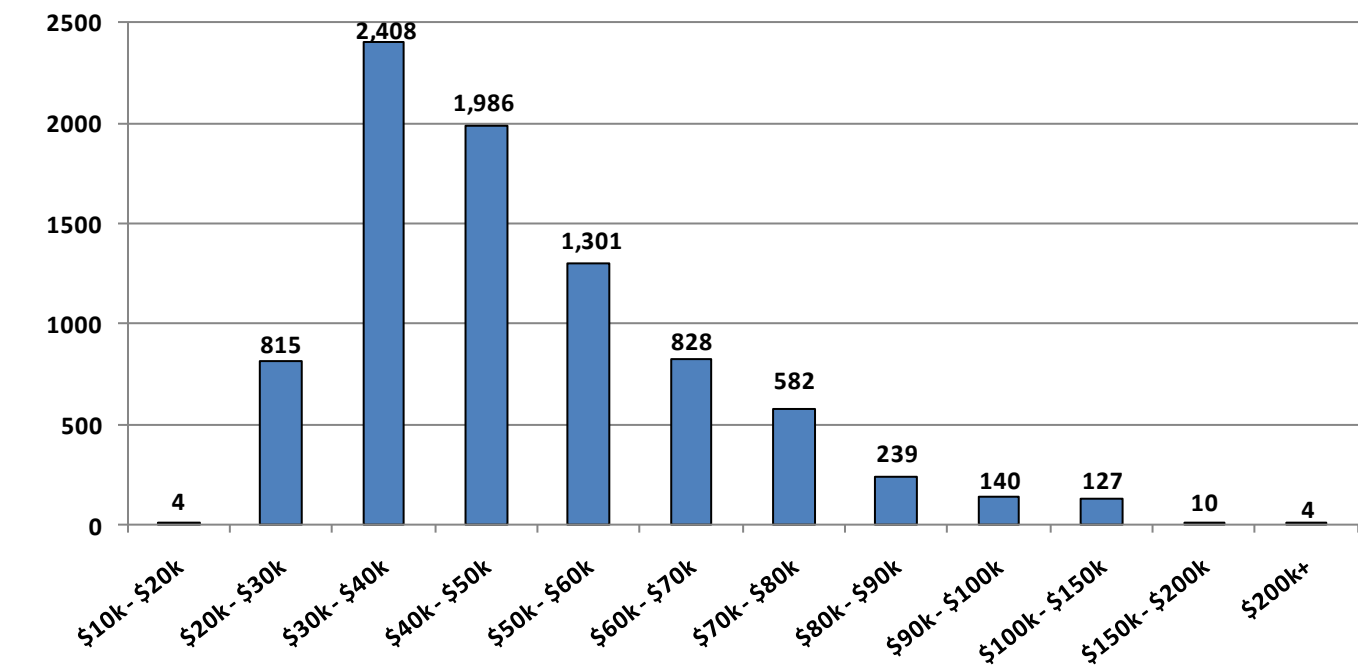
Employee Count by Agency

Agency	Employee Count				% Change '08 - '09
	Dec '09	Dec '08	Dec '07	Dec '06	
Administration & Information	330	331	327	339	-0.3%
Administrative Hearings	10	10	9	9	0.0%
Agriculture	87	83	84	80	4.8%
Attorney General	244	247	243	238	-1.2%
Audit Department	112	116	109	109	-3.4%
Board of Equalization	7	6	7	7	16.7%
Board of Geologists	1	1	1	1	0.0%
C.P.A. Board	2	2	2	2	0.0%
Community College Comm.	15	13	12	11	15.4%
Corrections	1115	830	785	738	34.3%
Cosmetology Board	3	1	1	1	200.0%
Education	124	124	117	100	0.0%
Employment	294	293	300	294	0.3%
Environmental Quality	261	253	244	237	3.2%
Environmental Quality Council	3	3	3	3	0.0%
Family Services	727	756	731	713	-3.8%
Fire Prevention	36	35	34	30	2.9%
Game & Fish	406	411	395	393	-1.2%
Geological Survey	25	25	25	25	0.0%
Governor's Office	41	49	46	44	-16.3%
Governor's Residence	3	4	4	2	-25.0%
Health	1261	1319	1258	1237	-4.4%
Insurance Department	23	26	27	24	-11.5%
Livestock Board	19	17	18	18	11.8%
Medical Licensing Board	3	3	3	3	0.0%
Nursing Board	8	8	8	7	0.0%
Oil & Gas Commission	41	41	41	41	0.0%
Outfitters Board	4	4	4	4	0.0%
Pari-Mutuel Board	1	2	3	3	-50.0%
Parks & Cultural Resources	173	177	172	169	-2.3%
Parole Board	7	7	7	6	0.0%
Pharmacy Board	5	5	5	5	0.0%
Prof. Teaching Standards Board	6	6	6	6	0.0%
Public Defender	67	68	63	63	-1.5%
Public Service Commission	35	36	34	31	-2.8%
Real Estate	4	4	4	3	0.0%
Retirement System	30	25	26	27	20.0%
Revenue	127	132	126	123	-3.8%
School Facilities Comm.	16	16	17	17	0.0%
Secretary of State	28	27	28	26	3.7%
State Auditor	24	22	26	24	9.1%
State Engineer	133	140	134	133	-5.0%
State Lands & Investments	101	103	100	98	-1.9%
State Treasurer	25	24	23	24	4.2%
Transportation Department	2011	2007	1962	1936	0.2%
Water Development Commission	26	26	26	25	0.0%
Wildlife & Natural Resources Trust	1	1	1	1	0.0%
Workforce Services	235	235	238	244	0.0%
WY Military Dept	184	178	171	168	3.4%
Total Employee Count	8444	8252	8010	7842	2.3%

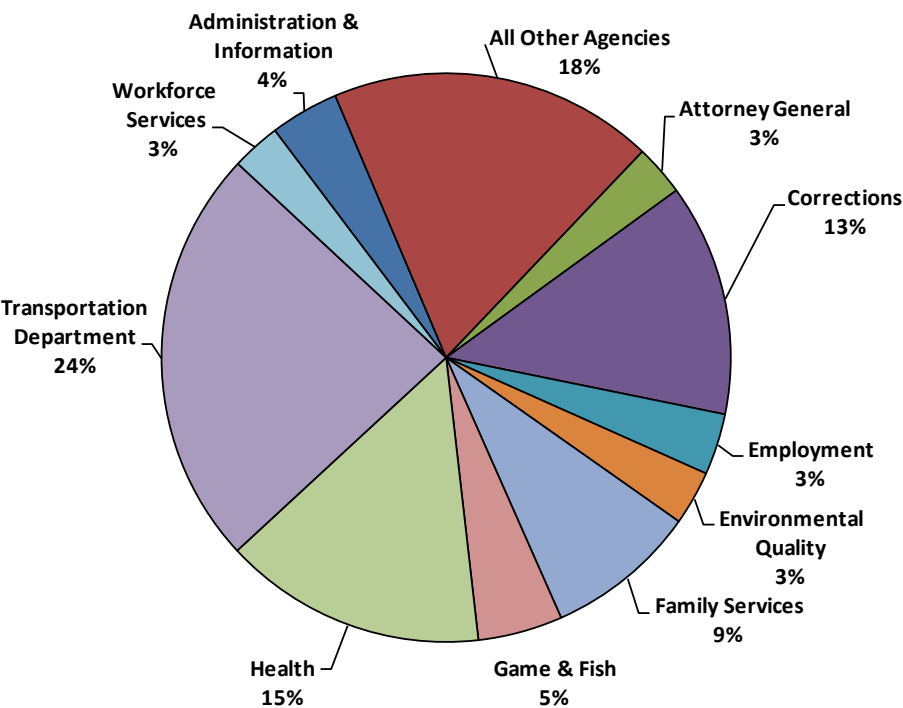
Employee Count by Agency & Salary Increment

Agency	\$10k - \$20k	\$20k - \$30k	\$30k - \$40k	\$40k - \$50k	\$50k - \$60k	\$60k - \$70k	\$70k - \$80k	\$80k - \$90k	\$90k - \$100k	\$100k - \$150k	\$150k - \$200k	\$200k+
Administration & Information	1	55	63	77	43	37	34	5	8	7	-	-
Administrative Hearings	-	-	3	1	-	1	-	1	3	1	-	-
Agriculture	-	5	14	22	16	15	13	1	-	1	-	-
Attorney General	-	10	31	41	31	19	54	37	9	11	1	-
Audit Department	-	1	4	41	24	19	6	11	2	4	-	-
Board of Equalization	-	-	-	1	1	-	1	1	-	3	-	-
Board of Geologists	-	-	-	1	-	-	-	-	-	-	-	-
C.P.A. Board	-	-	-	-	1	-	1	-	-	-	-	-
Community College Comm.	-	-	1	2	6	-	3	1	-	2	-	-
Corrections	-	52	566	348	72	30	16	18	8	5	-	-
Cosmetology Board	-	-	1	-	1	1	-	-	-	-	-	-
Education	-	-	20	16	39	18	19	3	7	1	1	-
Employment	-	20	47	96	43	57	15	9	5	2	-	-
Environmental Quality	-	6	20	35	44	58	58	18	14	8	-	-
Environmental Quality Council	-	-	-	1	1	-	-	-	1	-	-	-
Family Services	1	75	231	276	85	16	24	12	4	3	-	-
Fire Prevention	-	4	2	8	16	3	1	1	1	-	-	-
Game & Fish	-	10	75	107	105	28	51	12	10	8	-	-
Geological Survey	-	-	1	4	5	8	5	1	-	1	-	-
Governor's Office	-	1	4	8	8	9	1	3	-	7	-	-
Governor's Residence	-	1	-	1	-	1	-	-	-	-	-	-
Health	2	384	277	171	192	136	53	17	11	7	7	4
Insurance Department	-	2	3	7	4	3	2	1	-	1	-	-
Livestock Board	-	1	4	3	6	-	2	-	2	1	-	-
Medical Licensing Board	-	-	1	2	-	-	-	-	-	-	-	-
Nursing Board	-	1	2	2	-	-	1	1	1	-	-	-
Oil & Gas Commission	-	5	12	4	13	2	1	1	1	2	-	-
Outfitters Board	-	-	1	-	2	1	-	-	-	-	-	-
Pari-Mutuel Board	-	-	-	-	-	-	1	-	-	-	-	-
Parks & Cultural Resources	-	11	53	52	30	11	12	2	1	1	-	-
Parole Board	-	-	3	2	-	-	-	1	1	-	-	-
Pharmacy Board	-	1	2	-	-	-	-	1	1	-	-	-
Prof. Teaching Standards Brd.	-	-	4	-	-	1	-	-	1	-	-	-
Public Defender	-	-	3	11	12	5	25	4	5	2	-	-
Public Service Commission	-	1	4	5	4	9	3	2	1	6	-	-
Real Estate	-	-	1	1	-	1	1	-	-	-	-	-
Retirement System	-	1	9	7	6	1	2	1	1	1	1	-
Revenue	-	4	48	24	22	15	7	1	3	3	-	-
School Facilities Comm.	-	-	1	2	-	1	4	4	-	4	-	-
Secretary of State	-	-	10	3	7	2	-	2	3	1	-	-
State Auditor	-	-	-	8	5	3	3	-	3	2	-	-
State Engineer	-	4	25	19	42	21	7	1	5	9	-	-
State Lands & Investments	-	-	18	25	29	15	7	3	2	2	-	-
State Treasurer	-	-	3	5	5	3	5	1	-	3	-	-
Transportation Department	-	131	658	435	328	253	120	53	20	13	-	-
Water Development Comm.	-	-	3	1	1	-	16	1	3	1	-	-
Wildlife & Natural Res. Trust	-	-	-	-	-	-	-	-	-	1	-	-
Workforce Services	-	13	105	63	26	15	4	5	3	1	-	-
WY Military Department	-	16	75	48	26	10	4	3	-	2	-	-
Grand Total	4	815	2,408	1,986	1,301	828	582	239	140	127	10	4

Employee Count by Salary Increment



Employee Distribution Among Agencies



Average Monthly Base Salary by Agency

Agency	Average Monthly Salary		% Change '08-'09	Rank
	Dec '09	Dec '08		
Administration & Information	\$4,142	\$4,014	3.2%	36
Administrative Hearings	\$5,685	\$5,466	4.0%	6
Agriculture	\$4,410	\$4,354	1.3%	29
Attorney General	\$5,232	\$5,049	3.6%	15
Audit Department	\$4,811	\$4,617	4.2%	19
Board of Equalization	\$7,197	\$6,555	9.8%	2
Board of Geologists	\$3,488	\$3,353	4.0%	47
C.P.A. Board	\$5,189	\$4,990	4.0%	16
Community College Comm.	\$5,554	\$5,510	0.8%	8
Corrections	\$3,435	\$3,526	-2.6%	49
Cosmetology Board	\$4,116	\$5,258	-21.7%	37
Education	\$4,972	\$4,830	2.9%	18
Employment	\$4,296	\$4,114	4.4%	33
Environmental Quality	\$5,292	\$5,148	2.8%	13
Environmental Quality Council	\$5,249	\$5,025	4.5%	14
Family Services	\$3,631	\$3,460	4.9%	45
Fire Prevention	\$4,322	\$4,144	4.3%	32
Game & Fish	\$4,481	\$4,285	4.6%	27
Geological Survey	\$5,123	\$4,761	7.6%	17
Governor's Office	\$5,376	\$5,220	3.0%	11
Governor's Residence	\$3,717	\$3,627	2.5%	42
Health	\$3,683	\$3,499	5.2%	44
Insurance Department	\$4,526	\$4,240	6.7%	25
Livestock Board	\$4,702	\$4,764	-1.3%	22
Medical Licensing Board	\$3,448	\$3,130	10.2%	48
Nursing Board	\$4,458	\$4,278	4.2%	28
Oil & Gas Commission	\$4,157	\$3,937	5.6%	35
Outfitters Board	\$4,365	\$4,197	4.0%	30
Pari-Mutuel Board	\$5,859	\$4,159	40.9%	5
Parks & Cultural Resources	\$3,881	\$3,750	3.5%	41
Parole Board	\$4,336	\$4,169	4.0%	31
Pharmacy Board	\$4,780	\$4,632	3.2%	20
Prof. Teaching Standards Brd.	\$4,029	\$3,791	6.3%	39
Public Defender	\$5,462	\$5,253	4.0%	9
Public Service Commission	\$5,616	\$5,447	3.1%	7
Real Estate	\$4,279	\$4,409	-2.9%	34
Retirement System	\$4,736	\$4,195	12.9%	21
Revenue	\$4,095	\$3,905	4.9%	38
School Facilities Comm.	\$6,745	\$6,163	9.4%	3
Secretary of State	\$4,665	\$4,664	0.0%	23
State Auditor	\$5,413	\$5,405	0.2%	10
State Engineer	\$4,647	\$4,447	4.5%	24
State Lands & Investments	\$4,521	\$4,328	4.5%	26
State Treasurer	\$5,296	\$5,305	-0.2%	12
Transportation Department	\$4,005	\$3,868	3.5%	40
Water Development Comm.	\$5,908	\$5,681	4.0%	4
Wildlife & Natural Res. Trust	\$9,238	\$8,883	4.0%	1
Workforce Services	\$3,705	\$3,600	2.9%	43
WY Military Department	\$3,627	\$3,492	3.9%	46
Grand Total	\$4,058	\$3,940	3.0%	

Employee Gender by Agency

Agency	# Male Emp.	% Agency Workforce	Avg. Salary	# Female Emp.	% Agency Workforce	Avg. Salary
Administration & Information	191	57.9%	\$ 4,301	139	42.1%	\$ 3,923
Administrative Hearings	4	40.0%	\$ 7,531	6	60.0%	\$ 4,454
Agriculture	47	54.0%	\$ 4,671	40	46.0%	\$ 4,103
Attorney General	126	51.6%	\$ 6,054	118	48.4%	\$ 4,353
Audit Department	63	56.3%	\$ 5,166	49	43.8%	\$ 4,354
Board of Equalization	3	42.9%	\$ 8,780	4	57.1%	\$ 6,010
Board of Geologists	-	0.0%	\$ -	1	100.0%	\$ 3,488
C.P.A. Board	-	0.0%	\$ -	2	100.0%	\$ 5,189
Community College Comm.	7	46.7%	\$ 6,787	8	53.3%	\$ 4,475
Corrections	698	62.6%	\$ 3,476	417	37.4%	\$ 3,367
Cosmetology Board	-	0.0%	\$ -	3	100.0%	\$ 4,116
Education	40	32.3%	\$ 5,635	84	67.7%	\$ 4,656
Employment	90	30.6%	\$ 5,089	204	69.4%	\$ 3,947
Environmental Quality	157	60.2%	\$ 5,718	104	39.8%	\$ 4,650
Environmental Quality Council	2	66.7%	\$ 6,141	1	33.3%	\$ 3,466
Family Services	178	24.5%	\$ 4,027	549	75.5%	\$ 3,503
Fire Prevention	28	77.8%	\$ 4,696	8	22.2%	\$ 3,013
Game & Fish	305	75.1%	\$ 4,707	101	24.9%	\$ 3,797
Geological Survey	20	80.0%	\$ 5,381	5	20.0%	\$ 4,088
Governor's Office	18	43.9%	\$ 6,410	23	56.1%	\$ 4,567
Governor's Residence	-	0.0%	\$ -	3	100.0%	\$ 3,717
Health	332	26.3%	\$ 4,068	929	73.7%	\$ 3,546
Insurance Department	6	26.1%	\$ 5,694	17	73.9%	\$ 4,114
Livestock Board	10	52.6%	\$ 5,893	9	47.4%	\$ 3,378
Medical Licensing Board	-	0.0%	\$ -	3	100.0%	\$ 3,448
Nursing Board	-	0.0%	\$ -	8	100.0%	\$ 4,458
Oil & Gas Commission	20	48.8%	\$ 5,115	21	51.2%	\$ 3,246
Outfitters Board	2	50.0%	\$ 4,450	2	50.0%	\$ 4,280
Pari-Mutuel Board	1	100.0%	\$ 5,859	-	0.0%	\$ -
Parks & Cultural Resources	106	61.3%	\$ 4,024	67	38.7%	\$ 3,654
Parole Board	2	28.6%	\$ 7,412	5	71.4%	\$ 3,106
Pharmacy Board	2	40.0%	\$ 5,050	3	60.0%	\$ 4,600
Prof. Teaching Standards Brd.	-	0.0%	\$ -	6	100.0%	\$ 4,029
Public Defender	37	55.2%	\$ 6,041	30	44.8%	\$ 4,747
Public Service Commission	16	45.7%	\$ 6,689	19	54.3%	\$ 4,713
Real Estate	2	50.0%	\$ 4,740	2	50.0%	\$ 3,817
Retirement System	8	26.7%	\$ 7,062	22	73.3%	\$ 3,891
Revenue	60	47.2%	\$ 4,438	67	52.8%	\$ 3,788
School Facilities Comm.	9	56.3%	\$ 7,480	7	43.8%	\$ 5,800
Secretary of State	3	10.7%	\$ 5,510	25	89.3%	\$ 4,564
State Auditor	5	20.8%	\$ 5,708	19	79.2%	\$ 5,336
State Engineer	81	60.9%	\$ 5,072	52	39.1%	\$ 3,984
State Lands & Investments	63	62.4%	\$ 4,692	38	37.6%	\$ 4,238
State Treasurer	2	8.0%	\$ 7,569	23	92.0%	\$ 5,099
Transportation Department	1,555	77.3%	\$ 4,139	456	22.7%	\$ 3,550
Water Development Comm.	20	76.9%	\$ 6,445	6	23.1%	\$ 4,116
Wildlife & Natural Res. Trust	1	100.0%	\$ 9,238	-	0.0%	\$ -
Workforce Services	58	24.7%	\$ 4,228	177	75.3%	\$ 3,533
WY Military Department	127	69.0%	\$ 3,661	57	31.0%	\$ 3,553
Grand Total	4,505	53.4%	\$ 4,340	3,939	46.6%	\$ 3,735

Female Salaries as a Percent of Male Salaries

Agency	2009			2008		
	Male Avg. Sal.	Female Avg. Sal.	F/M %	Male Avg. Sal.	Female Avg. Sal.	F/M %
Administration & Information	\$ 4,301	\$ 3,923	91.2%	\$ 4,167	\$ 3,814	91.5%
Administrative Hearings	\$ 7,531	\$ 4,454	59.1%	\$ 7,242	\$ 4,283	59.1%
Agriculture	\$ 4,671	\$ 4,103	87.8%	\$ 4,679	\$ 4,005	85.6%
Attorney General	\$ 6,054	\$ 4,353	71.9%	\$ 5,903	\$ 4,175	70.7%
Audit Department	\$ 5,166	\$ 4,354	84.3%	\$ 4,942	\$ 4,173	84.4%
Board of Equalization	\$ 8,780	\$ 6,010	68.5%	\$ 8,442	\$ 4,668	55.3%
Board of Geologists	\$ -	\$ 3,488		\$ -	\$ 3,353	
C.P.A. Board	\$ -	\$ 5,189		\$ -	\$ 4,990	
Community College Comm.	\$ 6,787	\$ 4,475	65.9%	\$ 7,375	\$ 4,344	58.9%
Corrections	\$ 3,476	\$ 3,367	96.9%	\$ 3,678	\$ 3,327	90.5%
Cosmetology Board	\$ -	\$ 4,116		\$ -	\$ 5,258	
Education	\$ 5,635	\$ 4,656	82.6%	\$ 5,539	\$ 4,492	81.1%
Employment	\$ 5,089	\$ 3,947	77.5%	\$ 4,932	\$ 3,769	76.4%
Environmental Quality	\$ 5,718	\$ 4,650	81.3%	\$ 5,541	\$ 4,514	81.5%
Environmental Quality Council	\$ 6,141	\$ 3,466	56.4%	\$ 6,061	\$ 2,953	48.7%
Family Services	\$ 4,027	\$ 3,503	87.0%	\$ 3,870	\$ 3,333	86.1%
Fire Prevention	\$ 4,696	\$ 3,013	64.2%	\$ 4,513	\$ 2,897	64.2%
Game & Fish	\$ 4,707	\$ 3,797	80.7%	\$ 4,506	\$ 3,622	80.4%
Geological Survey	\$ 5,381	\$ 4,088	76.0%	\$ 4,980	\$ 3,886	78.0%
Governor's Office	\$ 6,410	\$ 4,567	71.3%	\$ 6,065	\$ 4,408	72.7%
Governor's Residence	\$ -	\$ 3,717		\$ -	\$ 3,627	
Health	\$ 4,068	\$ 3,546	87.2%	\$ 3,861	\$ 3,371	87.3%
Insurance Department	\$ 5,694	\$ 4,114	72.2%	\$ 5,407	\$ 3,810	70.5%
Livestock Board	\$ 5,893	\$ 3,378	57.3%	\$ 5,666	\$ 3,476	61.3%
Medical Licensing Board	\$ -	\$ 3,448		\$ -	\$ 3,130	
Nursing Board	\$ -	\$ 4,458		\$ -	\$ 4,278	
Oil & Gas Commission	\$ 5,115	\$ 3,246	63.5%	\$ 4,805	\$ 3,111	64.7%
Outfitters Board	\$ 4,450	\$ 4,280	96.2%	\$ 4,279	\$ 4,116	96.2%
Pari-Mutuel Board	\$ 5,859	\$ -	0.0%	\$ 5,633	\$ 2,685	47.7%
Parks & Cultural Resources	\$ 4,024	\$ 3,654	90.8%	\$ 3,901	\$ 3,531	90.5%
Parole Board	\$ 7,412	\$ 3,106	41.9%	\$ 7,127	\$ 2,986	41.9%
Pharmacy Board	\$ 5,050	\$ 4,600	91.1%	\$ 4,856	\$ 4,482	92.3%
Prof. Teaching Standards Brd.	\$ -	\$ 4,029		\$ -	\$ 3,791	
Public Defender	\$ 6,041	\$ 4,747	78.6%	\$ 5,831	\$ 4,563	78.2%
Public Service Commission	\$ 6,689	\$ 4,713	70.5%	\$ 6,425	\$ 4,571	71.2%
Real Estate	\$ 4,740	\$ 3,817	80.5%	\$ 5,188	\$ 3,629	70.0%
Retirement System	\$ 7,062	\$ 3,891	55.1%	\$ 6,153	\$ 3,577	58.1%
Revenue	\$ 4,438	\$ 3,788	85.4%	\$ 4,285	\$ 3,577	83.5%
School Facilities Comm.	\$ 7,480	\$ 5,800	77.5%	\$ 6,725	\$ 5,439	80.9%
Secretary of State	\$ 5,510	\$ 4,564	82.8%	\$ 6,742	\$ 4,404	65.3%
State Auditor	\$ 5,708	\$ 5,336	93.5%	\$ 5,942	\$ 5,320	89.5%
State Engineer	\$ 5,072	\$ 3,984	78.6%	\$ 4,948	\$ 3,716	75.1%
State Lands & Investments	\$ 4,692	\$ 4,238	90.3%	\$ 4,487	\$ 4,068	90.7%
State Treasurer	\$ 7,569	\$ 5,099	67.4%	\$ 7,408	\$ 5,005	67.6%
Transportation Department	\$ 4,139	\$ 3,550	85.8%	\$ 4,007	\$ 3,406	85.0%
Water Development Comm.	\$ 6,445	\$ 4,116	63.9%	\$ 6,198	\$ 3,957	63.8%
Wildlife & Natural Res. Trust	\$ 9,238	\$ -		\$ 8,883	\$ -	
Workforce Services	\$ 4,228	\$ 3,533	83.6%	\$ 4,111	\$ 3,425	83.3%
WY Military Department	\$ 3,661	\$ 3,553	97.1%	\$ 3,496	\$ 3,482	99.6%
Grand Total	\$ 4,340	\$ 3,735	86.1%	\$ 4,270	\$ 3,584	83.9%

Employee Gender by Salary Increment

Salary Increment	Male	Female	Total
\$10k - \$20k	1	3	4
\$20k - \$30k	216	599	815
\$30k - \$40k	1241	1167	2408
\$40k - \$50k	974	1012	1986
\$50k - \$60k	764	537	1301
\$60k - \$70k	509	319	828
\$70k - \$80k	404	178	582
\$80k - \$90k	184	55	239
\$90k - \$100k	99	41	140
\$100k - \$150k	103	24	127
\$150k - \$200k	7	3	10
\$200k+	3	1	4
Grand Total	4505	3939	8444

Employees by Occupational Group

Occupational Group	Incumbents	% of Workforce	Average Salary
At Will	359	4.3%	\$7,489
Benefits & Eligibility	288	3.4%	\$3,795
Business Administration	1035	12.3%	\$3,190
Computer Technology	353	4.2%	\$4,824
Correctional	623	7.4%	\$3,272
Cultural Resources	90	1.1%	\$4,167
Education & Training	184	2.2%	\$4,716
Employment & Human Resources	195	2.3%	\$3,830
Engineering & Natural Resources	650	7.7%	\$5,463
Financial	682	8.1%	\$4,063
Fish & Wildlife	268	3.2%	\$4,693
Healthcare Services	737	8.7%	\$3,728
Inspection & Safety	126	1.5%	\$4,421
Institutional Support Services	155	1.8%	\$2,509
Land & Real Estate	54	0.6%	\$4,844
Public Information	68	0.8%	\$4,128
Public Safety	549	6.5%	\$4,342
Social Services	662	7.8%	\$3,804
Trades	447	5.3%	\$3,486
Transportation	919	10.9%	\$3,453
Grand Total	8444		\$4,058

Average Base Salary by Classification and Gender

Classification	Average Salary	Male Avg Sal	Female Avg Sal	% F/M
Accounting Analyst	\$4,269	\$4,267	\$4,270	100.1%
Adult Probation & Parole Officer	\$3,655	\$3,675	\$3,646	99.2%
Auditor II	\$3,642	\$3,631	\$3,651	100.6%
Buildings & Grounds Assistant I	\$2,054	\$2,069	\$2,033	98.3%
Caseworker	\$3,575	\$3,512	\$3,594	102.3%
Claims Specialist	\$3,956	\$3,913	\$3,964	101.3%
Computer Technology Business Applications Analyst	\$4,984	\$4,998	\$4,960	99.2%
Computer Technology Support Specialist I	\$3,742	\$3,698	\$3,855	104.2%
Construction & Field Survey Assistant	\$2,100	\$2,089	\$2,116	101.3%
Construction & Field Survey Specialist	\$3,700	\$3,688	\$3,737	101.3%
Construction & Field Survey Technician	\$3,164	\$3,167	\$3,159	99.8%
Correctional Corporal	\$3,488	\$3,505	\$3,443	98.2%
Correctional Officer	\$2,903	\$2,888	\$2,970	102.8%
Correctional Sergeant	\$3,880	\$3,836	\$4,089	106.6%
Education Program Consultant	\$4,966	\$5,046	\$4,917	97.5%
Employment Services Specialist	\$3,243	\$3,291	\$3,228	98.1%
Food Services Specialist	\$2,628	\$2,791	\$2,578	92.4%
Housekeeper	\$2,041	\$2,127	\$2,013	94.6%
Human Services Aide	\$2,172	\$2,162	\$2,174	100.6%
Human Services Shift Supervisor	\$3,145	\$3,156	\$3,142	99.6%
Inspection Specialist II	\$3,954	\$4,135	\$3,734	90.3%
Instructor II	\$4,420	\$4,586	\$4,198	91.6%
Juvenile Probation & Parole Officer	\$3,592	\$3,518	\$3,647	103.7%
Natural Resources Analyst	\$4,700	\$4,705	\$4,683	99.5%
Natural Resources Program Principal	\$5,982	\$5,978	\$5,991	100.2%
Natural Resources Specialist	\$3,755	\$3,826	\$3,636	95.0%
Policy & Planning Analyst II	\$4,550	\$4,922	\$4,343	88.2%
Port of Entry Assistant I	\$2,752	\$2,823	\$2,699	95.6%
Principal Auditor	\$5,266	\$5,340	\$5,202	97.4%
Principal Engineer	\$6,210	\$6,214	\$6,177	99.4%
Project Engineer	\$5,290	\$5,251	\$5,432	103.5%
Security Guard II	\$2,734	\$2,768	\$2,703	97.7%
Senior Auditor	\$4,399	\$4,511	\$4,330	96.0%
Senior Computer Technology Business Applications Analyst	\$5,644	\$5,666	\$5,610	99.0%
Senior Wildlife Biologist	\$4,143	\$4,173	\$4,001	95.9%
Social Worker	\$3,483	\$3,541	\$3,474	98.1%
Youth Services Aide	\$2,824	\$2,786	\$2,892	103.8%
Youth Services Specialist	\$3,202	\$3,164	\$3,237	102.3%
Youth Services Supervisor	\$4,035	\$4,039	\$4,031	99.8%

***This chart includes classifications with at least 10 male and 10 female incumbents.

Employees by County

Full-Time Employee Count			Total = 8,444		
Average Monthly Base Pay			Total = \$ 4,058		
Total Annualized Base Pay			Total = \$ 411,189,024		

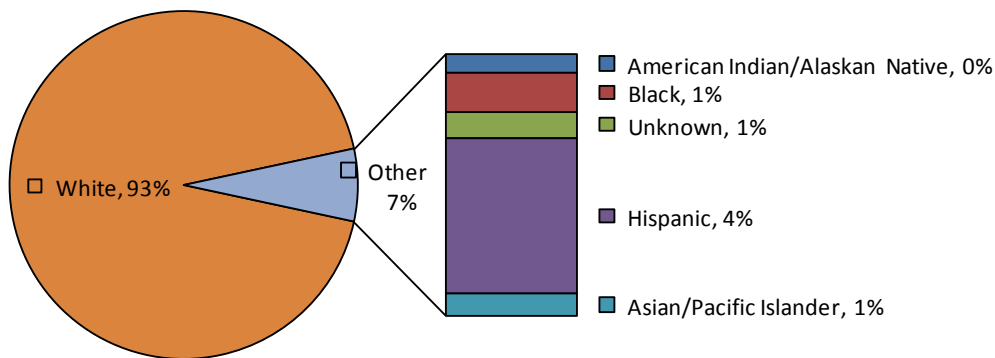
<div>Park</div> <div>138</div> <div>\$3,980</div> <div>\$6,590,880</div>	<div>Big Horn</div> <div>151</div> <div>\$3,487</div> <div>\$6,318,444</div>	<div>Sheridan</div> <div>307</div> <div>\$4,010</div> <div>\$14,772,840</div>	<div>Campbell</div> <div>146</div> <div>\$3,813</div> <div>\$6,680,376</div>	<div>Crook</div> <div>55</div> <div>\$3,719</div> <div>\$2,454,540</div>
<div>Teton</div> <div>76</div> <div>\$3,849</div> <div>\$3,510,288</div>	<div>Hot Springs</div> <div>56</div> <div>\$3,303</div> <div>\$2,219,616</div>	<div>Washakie</div> <div>158</div> <div>\$3,673</div> <div>\$6,964,008</div>	<div>Johnson</div> <div>92</div> <div>\$3,427</div> <div>\$3,783,408</div>	<div>Weston</div> <div>139</div> <div>\$3,555</div> <div>\$5,929,740</div>
<div>Sublette</div> <div>65</div> <div>\$4,322</div> <div>\$3,371,160</div>	<div>Fremont</div> <div>761</div> <div>\$3,509</div> <div>\$32,044,188</div>	<div>Natrona</div> <div>521</div> <div>\$4,106</div> <div>\$25,670,712</div>	<div>Converse</div> <div>103</div> <div>\$3,845</div> <div>\$4,752,420</div>	<div>Niobrara</div> <div>120</div> <div>\$3,310</div> <div>\$4,766,400</div>
<div>Lincoln</div> <div>103</div> <div>\$3,859</div> <div>\$4,769,724</div>	<div>Sweetwater</div> <div>211</div> <div>\$4,024</div> <div>\$10,188,768</div>	<div>Carbon</div> <div>508</div> <div>\$3,559</div> <div>\$21,695,664</div>	<div>Albany</div> <div>274</div> <div>\$4,153</div> <div>\$13,655,064</div>	<div>Platte</div> <div>124</div> <div>\$3,496</div> <div>\$5,202,048</div>
<div>Uinta</div> <div>446</div> <div>\$3,584</div> <div>\$19,181,568</div>	<div>Goshen</div> <div>328</div> <div>\$3,137</div> <div>\$12,347,232</div>			
			<div>Laramie</div> <div>3562</div> <div>\$4,546</div> <div>\$194,314,224</div>	

Employee Gender & Average Salary by County

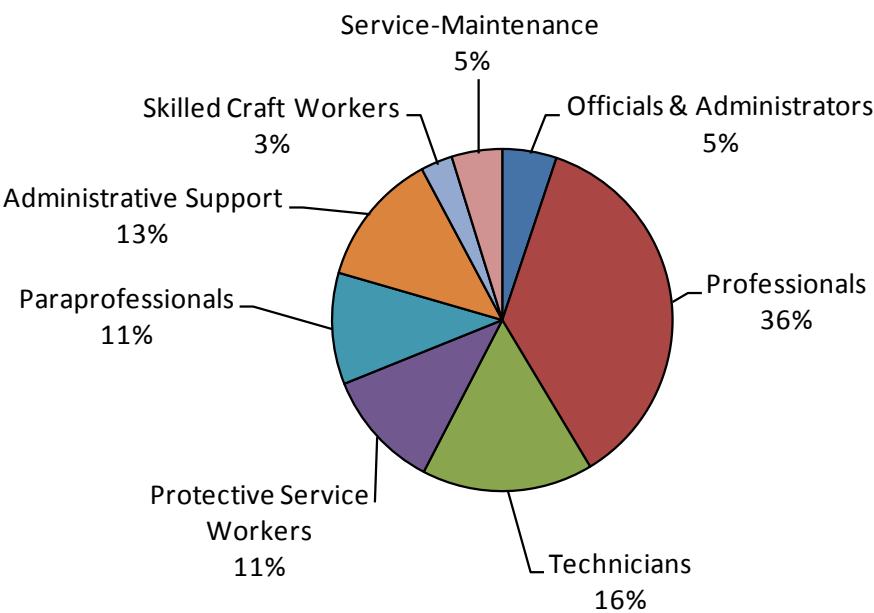
Female Full-Time Count & Average Monthly Base Pay
Male Full-Time Count & Average Monthly Base Pay

Park 61F \$3,544 77M \$4,326	Big Horn 77F \$3,021 74M \$3,972	Sheridan 150F \$3,567 157M \$4,433	Campbell 74F \$3,475 72M \$4,160	Crook 17F \$3,474 38M \$3,829
Teton 26F \$3,586 50M \$3,986	Washakie 48F \$3,574 110M \$3,716	Johnson 41F \$3,009 51M \$3,763	Weston 41F \$3,438 98M \$3,603	
Sublette 11F \$4,338 54M \$4,319	Hot Springs 34F \$3,096 22M \$3,621	Natrona 251F \$3,722 270M \$4,463	Converse 44F \$3,420 59M \$4,162	Niobrara 61F \$3,307 59M \$3,313
Lincoln 38F \$3,499 65M \$4,069	Fremont 391F \$3,218 370M \$3,816	Carbon 139F \$3,429 369M \$3,608	Albany 96F \$3,785 178M \$4,352	Platte 37F \$3,354 87M \$3,556
Uinta 283F \$3,320 163M \$4,042	Sweetwater 92F \$3,679 119M \$4,290	Goshen 91F \$3,097 237M \$3,152	Laramie 1836F \$4,100 1726M \$5,020	

Workforce Ethnicity



Employees by EEO-4 Category



Employee Age & Length of Service

- ◆ The average age of retirees has been added to the report.
- ◆ The new chart showing average age and length of service by Occupational Group shows distinct patterns in these groups. The Correctional, Social Service and Public Safety fields attract younger workers than other fields.
- ◆ 13.6% of the workforce was eligible to retire in December 2009.
- ◆ 30.7% of our existing workforce will be eligible to retire in only 5 years.

Average Age & Length of Service By Agency

Agency	Average Age	Average Service
Administration & Information	47.6	13.2
Administrative Hearings	51.3	14.6
Agriculture	43.5	10.8
Attorney General	45.7	9.3
Audit Department	44.3	10.6
Board of Equalization	49.7	10.2
Board of Geologists	59.1	18.6
C.P.A. Board	55.5	28.0
Community College Comm.	48.4	9.4
Corrections	40.2	5.3
Cosmetology Board	55.8	7.2
Education	45.7	7.0
Employment	48.5	11.7
Environmental Quality	47.4	11.1
Environmental Quality Council	46.5	5.9
Family Services	45.2	9.8
Fire Prevention	48.3	6.7
Game & Fish	44.9	14.5
Geological Survey	47.6	13.5
Governor's Office	50.3	10.5
Governor's Residence	48.7	8.1
Health	47.4	11.1
Insurance Department	50.8	12.2
Livestock Board	45.8	10.0
Medical Licensing Board	42.8	5.9
Nursing Board	50.5	6.3
Oil & Gas Commission	54.1	13.3
Outfitters Board	53.1	18.1
Pari-Mutuel Board	55.1	1.5
Parks & Cultural Resources	48.9	13.3
Parole Board	41.2	10.6
Pharmacy Board	52.7	3.6
Prof. Teaching Standards Brd.	45.9	7.4
Public Defender	45.3	7.8
Public Service Commission	48.3	11.8
Real Estate	44.0	9.8
Retirement System	45.7	8.3
Revenue	46.9	12.5
School Facilities Comm.	50.5	9.5
Secretary of State	45.4	14.8
State Auditor	47.6	14.4
State Engineer	46.9	12.0
State Lands & Investments	47.8	12.4
State Treasurer	50.6	18.4
Transportation Department	45.8	13.2
Water Development Comm.	53.8	19.0
Wildlife & Natural Res. Trust	53.7	7.4
Workforce Services	47.8	9.9
WY Military Department	46.4	9.2
Statewide	45.7	10.9

Workforce Age & Length of Service Trends

This section includes age and length of service data for all full-time executive branch employees as of 12/31/2009.

Full-time employees:

Avg. age = 45.7 years old

Avg. length of service = 10.9 years

Male:

Avg. age = 45.6 years old

Avg. length of service = 11.2 years

Female:

Avg. age = 45.9 years old

Avg. length of service = 10.6 years

White:

Avg. age = 45.9 years old

Avg. length of service = 11.0 years

Minority:

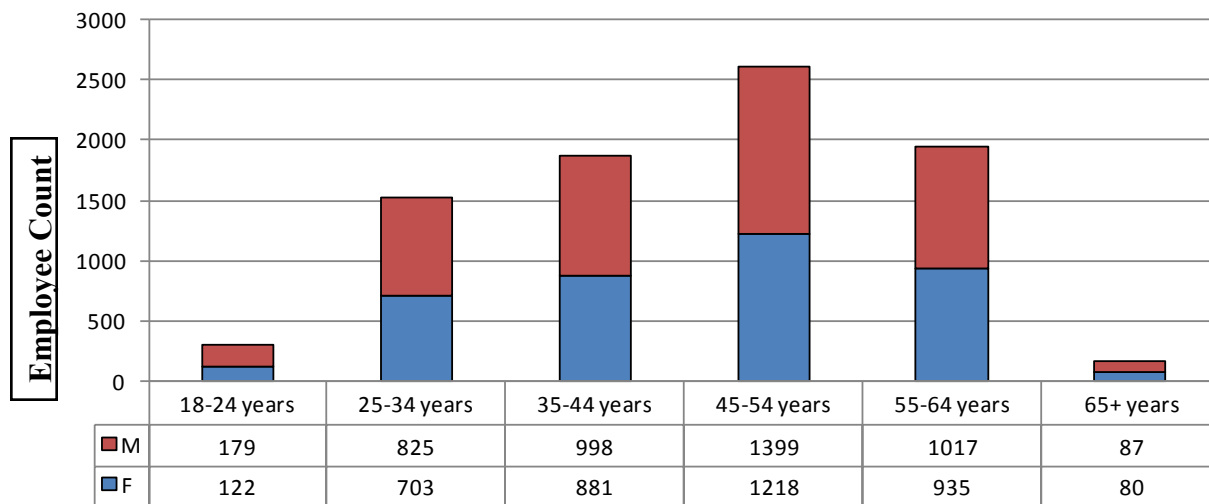
Avg. age = 44.0 years old

Avg. length of service = 9.7 years

25.1% of full-time employees were 55 years of age and over.

5181 employees (61%) receive some level of longevity pay for having at least 5 years of service.

Workforce Age Summary



% of Employees	3.6%	18.1%	22.3%	31.0%	23.1%	2.0%
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Average Length of Service and Age by Occupational Group

Occupational Group	Employee Count	Average Years of Service	Average Age
At-Will	358	11.3	49.8
Benefits & Eligibility	288	13.2	48.2
Business Administration	1035	10.9	47.9
Computer Technology	353	11.2	45.2
Correctional	623	3.8	37.4
Cultural Resources	91	16.2	50.1
Education & Training	184	9.8	49.8
Employment & Human Resources	195	11.6	49.0
Engineering & Natural Resources	650	13.4	45.7
Financial	682	12.5	46.9
Fish & Wildlife	268	15.9	44.1
Healthcare Services	737	9.6	45.6
Inspection & Safety	126	9.6	48.2
Institutional Support Services	155	9.8	49.1
Land & Real Estate	54	15.5	48.4
Public Information	68	12.8	44.8
Public Safety	549	10.2	42.9
Social Services	662	7.9	41.9
Trades	447	11.8	48.1
Transportation	919	12.9	47.0
Average	8444	10.9	45.7

Average Length of Service & Age by Salary Increment

Salary Increment	Avg Years of Service	Average Age	Employee Count
\$10k - \$20k	1.0	32.5	4
\$20k - \$30k	5.9	42.3	815
\$30k - \$40k	7.6	43.6	2408
\$40k - \$50k	10.9	45.1	1986
\$50k - \$60k	14.0	47.8	1301
\$60k - \$70k	13.4	47.1	828
\$70k - \$80k	15.5	49.2	582
\$80k - \$90k	17.4	50.7	239
\$90k - \$100k	17.7	52.8	140
\$100k - \$150k	17.6	54.7	127
\$150k - \$200k	6.0	56.2	10
\$200k+	5.5	59.3	4
Statewide	10.9	45.7	8444

Longevities by Salary Increment

Longevity	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total
\$20k - \$30k	134	52	41	30	18	8	1	0	0	0	284
\$30k - \$40k	403	230	146	117	91	61	11	2	0	0	1061
\$40k - \$50k	423	254	195	195	104	76	16	2	0	0	1265
\$50k - \$60k	273	168	134	143	125	90	26	9	0	1	969
\$60k - \$70k	221	147	107	86	65	35	12	0	0	0	673
\$70k - \$80k	118	90	78	72	67	45	9	3	0	0	482
\$80k - \$90k	30	44	53	34	33	19	3	0	0	0	216
\$90k - \$100k	17	17	20	20	19	17	4	1	0	0	115
\$100k - \$150k	25	17	16	11	16	16	7	2	0	0	110
\$150k - \$200k	2	1	1	0	0	0	0	0	0	0	4
\$200k+	2	0	0	0	0	0	0	0	0	0	2
Grand Total	1648	1020	791	708	538	367	89	19	0	1	5181

Longevities by Agency

Longevity	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	Total	Monthly Expense
Administration & Information	54	41	41	36	23	23	6	2	0	0	226	\$28,560
Administrative Hearings	4	0	2	1	2	0	0	0	0	0	9	\$960
Agriculture	21	6	5	9	6	5	0	0	0	0	52	\$5,760
Attorney General	69	31	20	16	12	2	2	0	0	0	152	\$13,640
Audit Department	22	17	21	10	4	1	0	0	0	0	75	\$7,400
Board of Equalization	0	4	1	0	0	0	0	0	0	0	5	\$440
Board of Geologists	0	0	1	0	0	0	0	0	0	0	1	\$120
C.P.A. Board	0	0	0	0	1	1	0	0	0	0	2	\$440
Community College Comm.	3	4	2	1	0	0	0	0	0	0	10	\$840
Corrections	147	92	51	38	20	8	1	0	0	0	357	\$31,640
Cosmetology Board	0	1	0	0	0	0	0	0	0	0	1	\$80
Education	28	19	5	4	3	0	0	1	0	0	60	\$4,800
Employment	73	50	38	27	13	10	4	0	0	0	215	\$21,920
Environmental Quality	47	43	28	25	14	9	1	1	0	0	168	\$18,240
Environmental Quality Council	0	1	0	0	0	0	0	0	0	0	1	\$80
Family Services	177	96	67	69	21	16	5	0	0	0	451	\$43,280
Fire Prevention	12	3	1	0	2	0	0	0	0	0	18	\$1,240
Game & Fish	99	37	35	44	38	42	11	0	0	0	306	\$38,920
Geological Survey	3	2	2	0	2	5	0	0	0	0	14	\$2,120
Governor's Office	10	7	1	2	1	3	1	0	0	0	25	\$2,600
Governor's Residence	1	1	0	0	0	0	0	0	0	0	2	\$120
Health	259	140	139	116	83	43	15	2	0	0	797	\$88,560
Insurance Department	3	4	6	4	0	0	0	0	0	0	17	\$1,800
Livestock Board	3	6	2	0	1	1	0	0	0	0	13	\$1,280
Medical Licensing Board	1	0	0	0	0	0	0	0	0	0	1	\$40
Nursing Board	3	1	0	0	0	0	0	0	0	0	4	\$200
Oil & Gas Commission	8	8	3	4	3	4	0	0	0	0	30	\$3,520
Outfitters Board	1	0	2	0	0	1	0	0	0	0	4	\$520
Parks & Cultural Resources	35	14	17	25	20	7	3	0	0	0	121	\$15,080
Parole Board	1	0	2	1	0	0	0	0	0	0	4	\$440
Pharmacy Board	2	0	0	0	0	0	0	0	0	0	2	\$80
Prof. Teaching Standards Brd.	0	0	0	0	0	0	1	0	0	0	1	\$280
Public Defender	14	6	8	6	0	0	0	0	0	0	34	\$2,960
Public Service Commission	9	6	3	2	2	2	1	0	0	0	25	\$2,680
Real Estate	0	0	0	0	0	1	0	0	0	0	1	\$240
Retirement System	5	5	2	0	2	1	0	0	0	0	15	\$1,480
Revenue	29	22	11	11	3	10	4	0	0	0	90	\$10,120
School Facilities Comm.	2	1	3	1	1	0	0	0	0	0	8	\$880
Secretary of State	4	2	4	6	5	0	0	0	0	0	21	\$2,760
State Auditor	2	6	3	2	2	3	0	0	0	0	18	\$2,360
State Engineer	40	15	14	11	6	8	2	1	0	0	97	\$10,240
State Lands & Investments	19	12	14	7	8	4	2	1	0	0	67	\$7,960
State Treasurer	5	1	5	3	3	4	1	0	0	0	22	\$3,200
Transportation Department	352	259	184	194	215	135	27	11	0	1	1378	\$174,800
Water Development Comm.	1	7	4	3	3	4	1	0	0	0	23	\$3,400
Wildlife & Natural Res. Trust	1	0	0	0	0	0	0	0	0	0	1	\$40
Workforce Services	38	31	25	17	13	8	1	0	0	0	133	\$14,520
WY Military Department	41	19	19	13	6	6	0	0	0	0	104	\$10,160
Grand Total	1648	1020	791	708	538	367	89	19	0	1	5181	\$582,800

Retirement Eligibility

Retirement Trend Data

5 Year History

Jan 2005—Dec 2009 there were 885 retirements*

224 of these did not meet eligibility requirements

- 661 were eligible:
 - they stayed an average of 45 months (3 yr & 9 months) after they met the eligibility requirement

In 2009, there were 167 retirements. The average age of the retirees was 61 years and 3 months.

Current eligibility:

- 1147 employees (FT) were eligible to retire on December 31, 2009
- they have an average of 37 months of service past the date they met the eligibility requirement
- of these, 482 have 36 or more months of service past the date they met the eligibility requirement
- 13% of them (154) are over the age of 65 with an average of 84 months of service after they met the eligibility requirement

*based on terminations of full-time employees coded as retired or disability retirement in payroll

**eligibility calculations are based on payroll data and do not include non-state employment service that may effect the eligibility

***data is based on full-time employees as of December 2009

Retirement eligibility was calculated based on the following criteria:

- all employees age 60 and above with at least 4 years of service
- all employees who meet the rule of 85 (years of service and age must be greater than or equal to 85)

Ranked by % Eligible to Retire in 5 Years

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Oil & Gas Commission	41	13	20	27	31.7%	48.8%	65.9%
Water Development Comm.	26	12	15	16	46.2%	57.7%	61.5%
State Treasurer	25	6	9	14	24.0%	36.0%	56.0%
Geological Survey	25	7	11	12	28.0%	44.0%	48.0%
Fire Prevention	36	4	11	16	11.1%	30.6%	44.4%
Public Service Commission	35	6	10	14	17.1%	28.6%	40.0%
Parks & Cultural Resources	173	28	55	69	16.2%	31.8%	39.9%
Secretary of State	28	4	8	11	14.3%	28.6%	39.3%
Employment	294	55	89	112	18.7%	30.3%	38.1%
Health	1261	214	370	476	17.0%	29.3%	37.7%
Administration & Information	330	60	96	121	18.2%	29.1%	36.7%
Governor's Office	41	12	15	15	29.3%	36.6%	36.6%
Workforce Services	235	42	65	83	17.9%	27.7%	35.3%
Insurance Department	23	4	6	8	17.4%	26.1%	34.8%
State Lands & Investments	101	17	27	33	16.8%	26.7%	32.7%
Environmental Quality	261	33	64	85	12.6%	24.5%	32.6%
Transportation Department	2011	277	478	641	13.8%	23.8%	31.9%
State Engineer	133	23	31	41	17.3%	23.3%	30.8%
Public Defender	67	4	12	20	6.0%	17.9%	29.9%
Education	124	16	29	37	12.9%	23.4%	29.8%
State Auditor	24	4	6	7	16.7%	25.0%	29.2%
Game & Fish	406	66	99	117	16.3%	24.4%	28.8%
Revenue	127	26	33	36	20.5%	26.0%	28.3%
WY Military Department	184	23	43	51	12.5%	23.4%	27.7%
Family Services	727	81	149	199	11.1%	20.5%	27.4%
Audit Department	112	10	20	30	8.9%	17.9%	26.8%
Agriculture	87	14	19	22	16.1%	21.8%	25.3%

This table contains data on agencies with at least 20 employees and 25% or more of the employees eligible to retire in 5 years.

Retirement Eligibility by Agency

	Total Employees	# of Employees Eligible			% of Employees Eligible		
		now	3 yr	5 yr	now	3 yr	5 yr
Administration & Information	330	60	96	121	18.2%	29.1%	36.7%
Administrative Hearings	10	3	4	5	30.0%	40.0%	50.0%
Agriculture	87	14	19	22	16.1%	21.8%	25.3%
Attorney General	244	25	46	58	10.2%	18.9%	23.8%
Audit Department	112	10	20	30	8.9%	17.9%	26.8%
Board of Equalization	7	2	2	4	28.6%	28.6%	57.1%
Board of Geologists	1	0	1	1		100.0%	100.0%
C.P.A. Board	2	0	2	2		100.0%	100.0%
Community College Comm.	15	2	3	5	13.3%	20.0%	33.3%
Corrections	1115	42	111	174	3.8%	10.0%	15.6%
Cosmetology Board	3	1	2	2	33.3%	66.7%	66.7%
Education	124	16	29	37	12.9%	23.4%	29.8%
Employment	294	55	89	112	18.7%	30.3%	38.1%
Environmental Quality	261	33	64	85	12.6%	24.5%	32.6%
Environmental Quality Council	3	0	0	0			
Family Services	727	81	149	199	11.1%	20.5%	27.4%
Fire Prevention	36	4	11	16	11.1%	30.6%	44.4%
Game & Fish	406	66	99	117	16.3%	24.4%	28.8%
Geological Survey	25	7	11	12	28.0%	44.0%	48.0%
Governor's Office	41	12	15	15	29.3%	36.6%	36.6%
Governor's Residence	3	0	0	1			33.3%
Health	1261	214	370	476	17.0%	29.3%	37.7%
Insurance Department	23	4	6	8	17.4%	26.1%	34.8%
Livestock Board	19	1	3	5	5.3%	15.8%	26.3%
Medical Licensing Board	3	0	0	1			33.3%
Nursing Board	8	0	1	1		12.5%	12.5%
Oil & Gas Commission	41	13	20	27	31.7%	48.8%	65.9%
Outfitters Board	4	2	3	3	50.0%	75.0%	75.0%
Pari-Mutuel Board	1	0	0	1			100.0%
Parks & Cultural Resources	173	28	55	69	16.2%	31.8%	39.9%
Parole Board	7	0	0	1			14.3%
Pharmacy Board	5	1	2	2	20.0%	40.0%	40.0%
Prof. Teaching Standards Brd.	6	1	2	2	16.7%	33.3%	33.3%
Public Defender	67	4	12	20	6.0%	17.9%	29.9%
Public Service Commission	35	6	10	14	17.1%	28.6%	40.0%
Real Estate	4	1	1	1	25.0%	25.0%	25.0%
Retirement System	30	2	6	7	6.7%	20.0%	23.3%
Revenue	127	26	33	36	20.5%	26.0%	28.3%
School Facilities Comm.	16	3	5	6	18.8%	31.3%	37.5%
Secretary of State	28	4	8	11	14.3%	28.6%	39.3%
State Auditor	24	4	6	7	16.7%	25.0%	29.2%
State Engineer	133	23	31	41	17.3%	23.3%	30.8%
State Lands & Investments	101	17	27	33	16.8%	26.7%	32.7%
State Treasurer	25	6	9	14	24.0%	36.0%	56.0%
Transportation Department	2011	277	478	641	13.8%	23.8%	31.9%
Water Development Comm.	26	12	15	16	46.2%	57.7%	61.5%
Wildlife & Natural Res. Trust	1	0	0	0			
Workforce Services	235	42	65	83	17.9%	27.7%	35.3%
WY Military Department	184	23	43	51	12.5%	23.4%	27.7%
Grand Total	8444	1147	1984	2595	13.6%	23.5%	30.7%

Turnover Recruitment

- Total turnover dropped to 9.4%; this is the lowest turnover rate since the beginning of our documentation that started in 1976.
- Charts providing more detail on turnover have been added.
- 25% of total turnover is attributed to employees age 25-34.
- 30% of employees age 18-24 leave State employment.
- The impact of Governor Freudenthal's April 7, 2009 implementation of hiring restrictions for state agencies can be seen in the number of recruitments and applications.

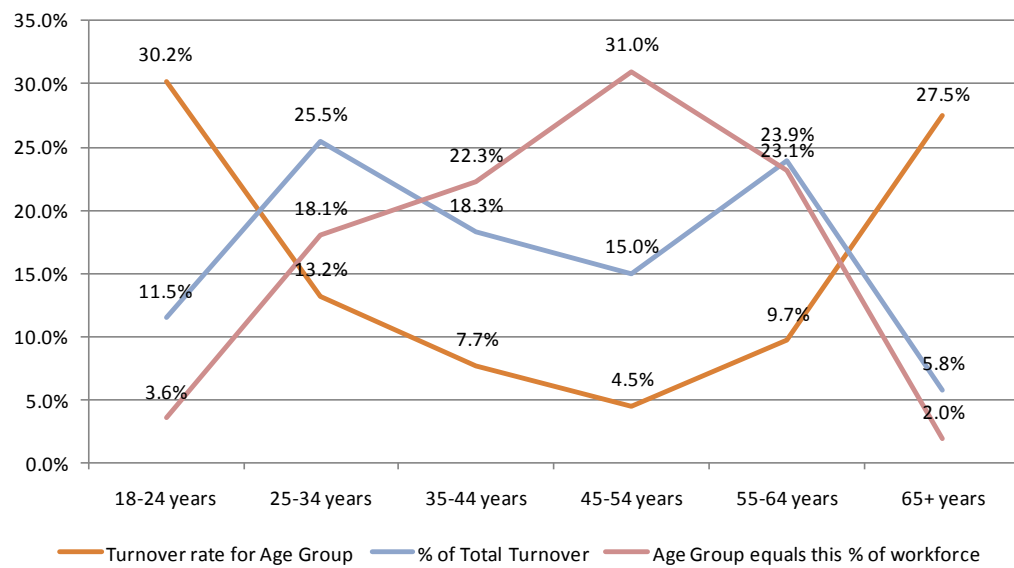
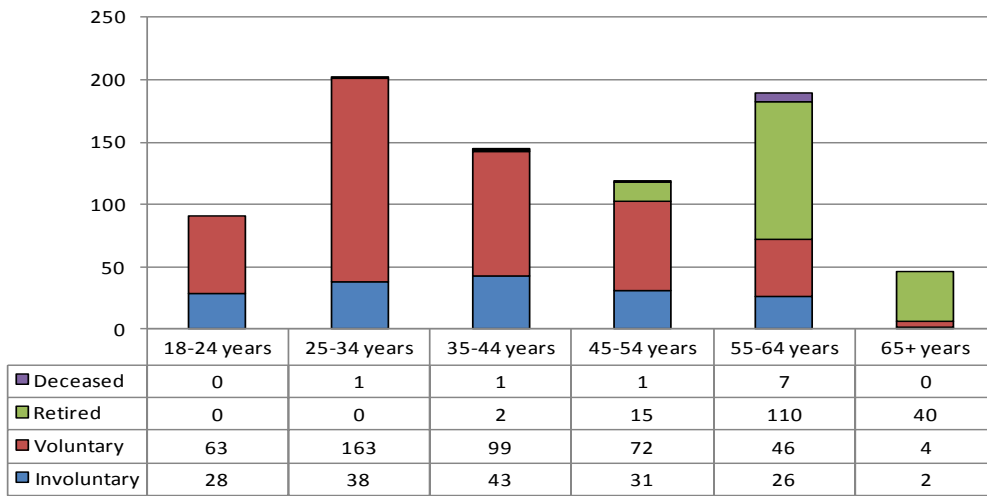
Agency Turnover Rates

	#	#	ANNUAL TURNOVER RATE									
	Employees	Turnover	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Administration & Information	330	22	6.7%	9.4%	11.6%	7.1%	12.2%	7.9%	10.5%	5.5%	7.8%	8.2%
Administrative Hearings	10	0	0.0%	10.0%	0.0%	11.1%	0.0%	0.0%	14.3%	0.0%	16.7%	14.3%
Agriculture	87	1	1.1%	8.4%	6.0%	0.0%	8.8%	16.0%	8.6%	7.1%	8.7%	17.9%
Attorney General	244	14	5.7%	9.7%	13.2%	10.1%	9.6%	8.4%	14.0%	8.0%	10.8%	16.8%
Audit Department	112	11	9.8%	4.3%	5.5%	5.5%	9.1%	2.1%	8.5%	9.0%	5.8%	11.4%
Board of Equalization	7	1	14.3%	16.7%	0.0%	0.0%	0.0%	14.3%	14.3%	14.3%	0.0%	0.0%
Board of Geologists	1	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
C.P.A. Board	2	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Comm. College Commission	15	2	13.3%	15.4%	0.0%	18.2%	10.0%	50.0%	66.7%	30.0%	8.3%	50.0%
Corrections	1115	158	14.2%	20.5%	23.4%	22.4%	28.2%	22.4%	19.4%	19.0%	28.2%	19.3%
Cosmetology Board	3	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Education	124	10	8.1%	6.5%	10.3%	18.0%	24.7%	21.1%	24.7%	16.5%	17.5%	27.3%
Employment	294	16	5.4%	11.3%	9.0%	6.8%	8.4%	7.1%	6.6%	13.5%	11.8%	13.9%
Environmental Quality	261	10	3.8%	7.5%	9.4%	9.3%	2.8%	7.5%	4.9%	3.4%	7.9%	9.8%
Environmental Qual. Council	3	0	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
Family Services	727	73	10.0%	14.0%	15.7%	13.0%	14.4%	10.6%	11.4%	12.9%	13.8%	16.3%
Fire Prevention	36	0	0.0%	14.3%	5.9%	13.3%	17.9%	12.9%	17.2%	7.7%	11.5%	8.3%
Game & Fish	406	21	5.2%	4.6%	6.1%	5.9%	7.5%	6.3%	7.4%	7.6%	7.0%	3.9%
Geological Survey	25	1	4.0%	4.0%	16.0%	20.0%	18.2%	21.4%	12.5%	5.9%	11.8%	6.7%
Governor's Office	41	11	26.8%	12.2%	13.0%	22.7%	15.2%	22.0%	36.4%	50.0%	25.0%	7.1%
Governor's Residence	3	2	66.7%	0.0%	25.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Health	1261	189	15.0%	20.2%	27.7%	21.2%	22.3%	20.6%	22.8%	21.7%	24.0%	23.0%
Insurance Department	23	3	13.0%	15.4%	11.1%	4.2%	20.0%	8.7%	4.2%	4.3%	8.0%	4.2%
Livestock Board	19	1	5.3%	5.9%	11.1%	0.0%	13.3%	17.6%	0.0%	0.0%	15.4%	15.4%
Medical Licensing Board	3	0	0.0%	33.3%	0.0%	33.3%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nursing Board	8	0	0.0%	37.5%	25.0%	14.3%	28.6%	0.0%	28.6%	20.0%	0.0%	0.0%
Oil & Gas Commission	41	1	2.4%	12.2%	4.9%	0.0%	7.9%	0.0%	9.7%	3.3%	12.1%	6.1%
Outfitters Board	4	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pari-Mutuel Board	1	1	100.0%	50.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
Parks & Cultural Resources	173	14	8.1%	6.2%	9.3%	8.9%	13.4%	11.3%	12.2%	7.2%	7.4%	12.7%
Parole Board	7	0	0.0%	0.0%	42.9%	0.0%	0.0%	16.7%	0.0%			
Pharmacy Board	5	1	20.0%	80.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%
Prof. Teaching Stnds. Brd.	6	1	16.7%	50.0%	33.3%	33.3%	40.0%	16.7%	0.0%	0.0%	0.0%	0.0%
Public Defender	67	7	10.4%	14.7%	20.6%	14.3%	13.3%	3.3%	5.3%	11.1%	4.8%	14.6%
Public Service Commission	35	2	5.7%	8.3%	5.9%	12.9%	6.3%	16.1%	0.0%	9.4%	6.7%	22.2%
Real Estate	4	1	25.0%	25.0%	0.0%	33.3%	0.0%	50.0%	25.0%	0.0%	0.0%	25.0%
Retirement System	30	3	10.0%	12.0%	23.1%	0.0%	3.8%	4.2%	5.9%	16.7%	0.0%	11.1%
Revenue	127	7	5.5%	4.5%	5.6%	13.0%	9.1%	11.0%	17.2%	12.4%	13.4%	24.6%
School Facilities Commission	16	0	0.0%	18.8%	5.9%	0.0%	10.0%	12.5%	37.5%	0.0%	0.0%	0.0%
Secretary of State	28	1	3.6%	7.4%	7.1%	3.8%	3.7%	11.5%	3.8%	0.0%	0.0%	5.0%
State Auditor	24	0	0.0%	18.2%	11.5%	4.2%	0.0%	8.0%	8.3%	8.7%	4.8%	0.0%
State Engineer	133	11	8.3%	7.1%	9.0%	4.5%	6.2%	10.3%	10.8%	10.5%	10.3%	13.9%
State Lands & Investments	101	6	5.9%	12.6%	8.0%	8.2%	6.5%	5.4%	7.7%	11.1%	10.0%	5.8%
State Treasurer	25	0	0.0%	0.0%	13.0%	8.3%	0.0%	10.0%	5.6%	0.0%	0.0%	5.6%
Transportation Department	2011	143	7.1%	10.1%	12.4%	11.8%	10.8%	9.3%	8.5%	9.9%	9.9%	11.2%
Water Dev. Commission	26	1	3.8%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%
Wildlife & Natural Res Trust	1	0	0.0%	0.0%	0.0%	100.0%	0.0%					
Workforce Services	235	23	9.8%	18.3%	14.7%	18.4%	15.8%	19.2%	14.3%	5.5%	0.0%	0.0%
WY Military Dept	184	23	12.5%	15.7%	14.0%	16.1%	10.3%	7.5%	12.5%	5.4%	14.8%	18.2%
Total	8444	792	9.4%	12.9%	15.2%	13.4%	14.2%	12.7%	13.0%	12.4%	14.3%	14.8%

Turnover includes permanent and probationary full-time employees leaving the Executive Branch of state government for the following reasons:

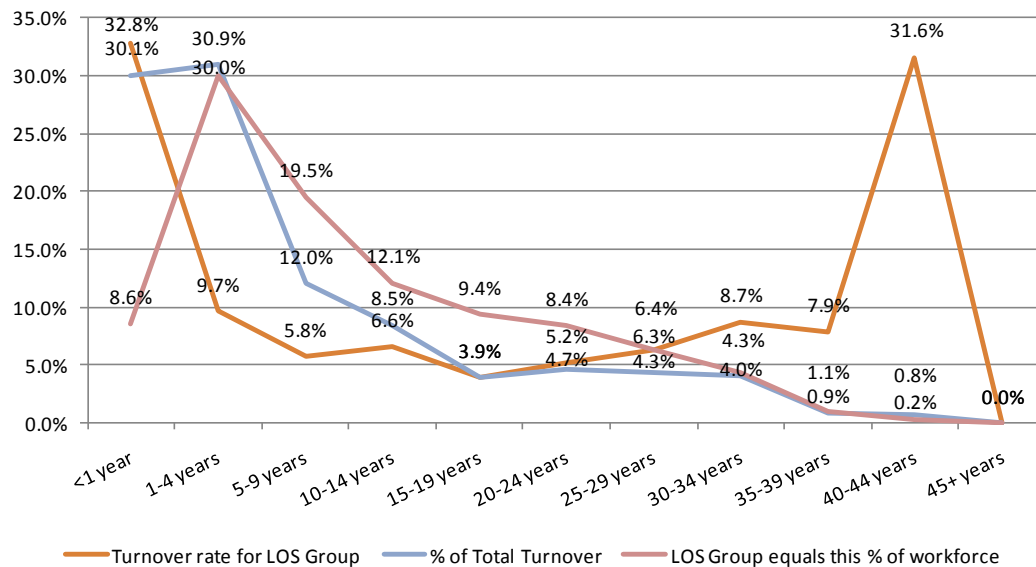
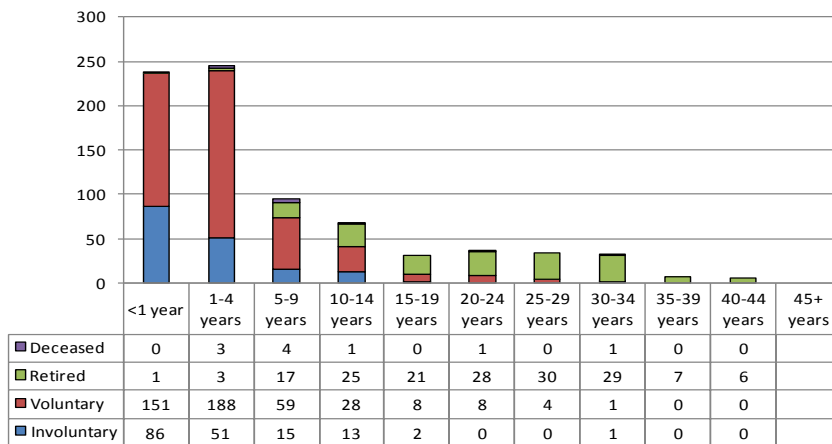
- * voluntary terminations
- * terminations by retirement
- * deaths
- * involuntary terminations
- * and would include transfers to the University of Wyoming, Legislative Services Office, and Judicial Branch

Total Turnover by Age Group



Employees in this Age Group...	... make up this % of the Workforce.	They account for this % of Total Turnover.	This % of them left State employment in 2009.
18-24 years	3.6%	11.5%	30.2%
25-34 years	18.1%	25.5%	13.2%
35 - 44 years	22.3%	18.3%	7.7%
45 - 54 years	31.0%	15.0%	4.5%
55 - 64 years	23.1%	23.9%	9.7%
65+ years	2.0%	5.8%	27.5%

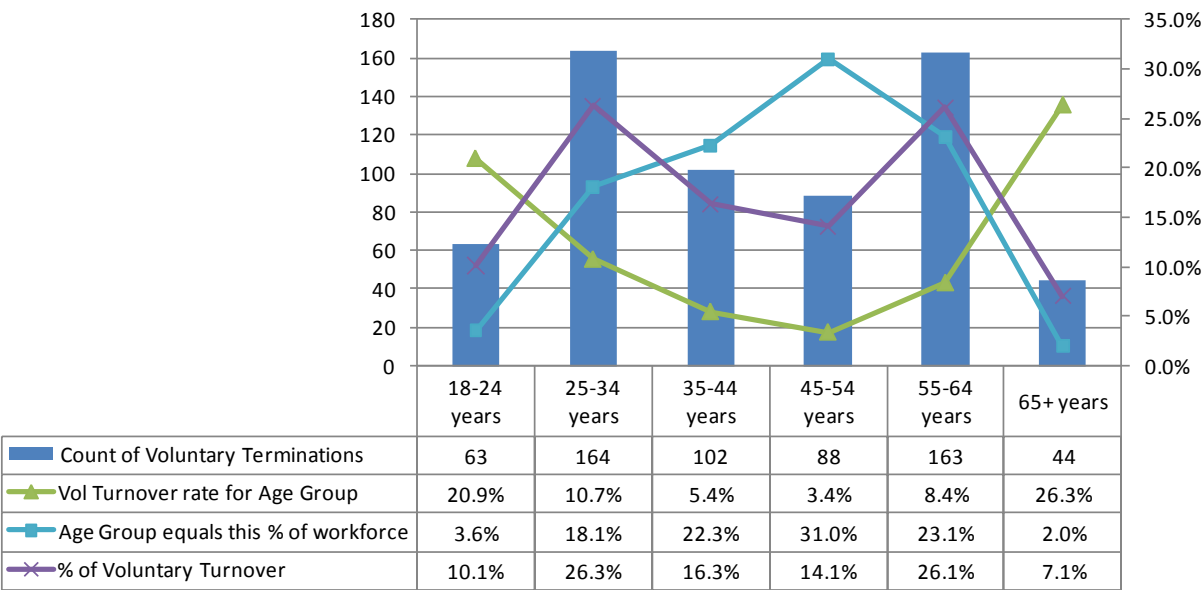
Total Turnover by Length of Service



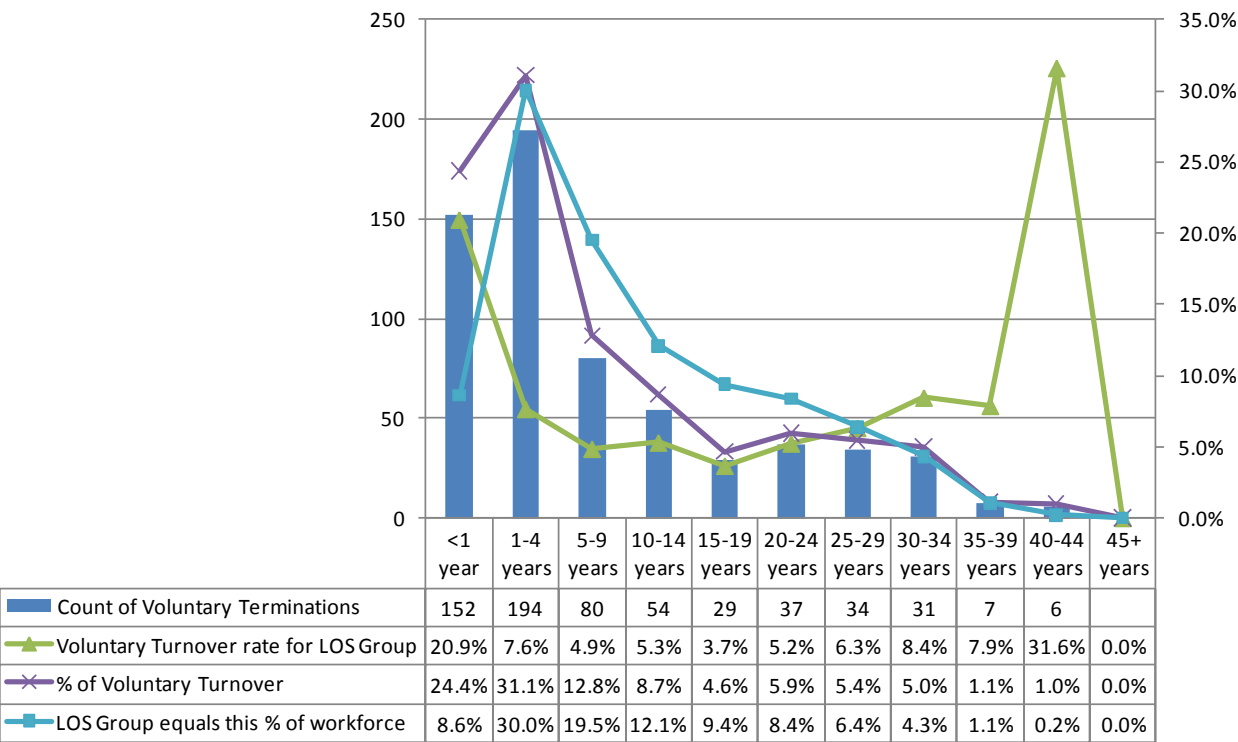
Employees in this Length of Service Group... make up this % of the Workforce.	They account for this % of Total Turnover.	This % of them left State employment in 2009.
< 1 year	8.6%	30.1%	32.8%
1-4 years	30.0%	30.9%	9.7%
5-9 years	19.5%	12.0%	5.8%
10-14 years	12.1%	8.5%	6.6%
15-19 years	9.4%	3.9%	3.9%
20-24 years	8.4%	4.7%	5.2%
25-29 years	6.4%	4.3%	6.3%
30-34 years	4.3%	4.0%	8.7%
35-39 years	1.1%	0.9%	7.9%
40-45 years	0.2%	0.8%	31.6%
45+ years	0.0%	0.0%	0.0%

Voluntary Turnover

Voluntary Turnover by Age Group



Voluntary Turnover by Length of Service



Total Turnover by Classification

Ttitle	# Incumbents	# Terms	Classification Turnover %	% of Total Turnover
Correctional Officer	446	91	20.4%	12.8%
Human Services Aide	263	96	36.5%	13.5%

*** Changes implemented in the classification system during 2009 made reporting on other classifications impossible. Turnover rates for all classifications will be available again for 2010.

Turnover Cost Analysis

Estimates vary on how to calculate the cost of turnover.
One very simplified model available calculates the cost of turnover
as 25% of an employee's annual salary and benefits.

The following estimate of the turnover cost incurred by the
Executive Branch in 2009
is calculated using this simplistic method.

♦ The cost of the average state employee's annual salary and benefits was calculated
on page 7 of this report to be \$68,503.

♦ There were 792 terminations during 2009.

Estimated turnover Cost per Employee

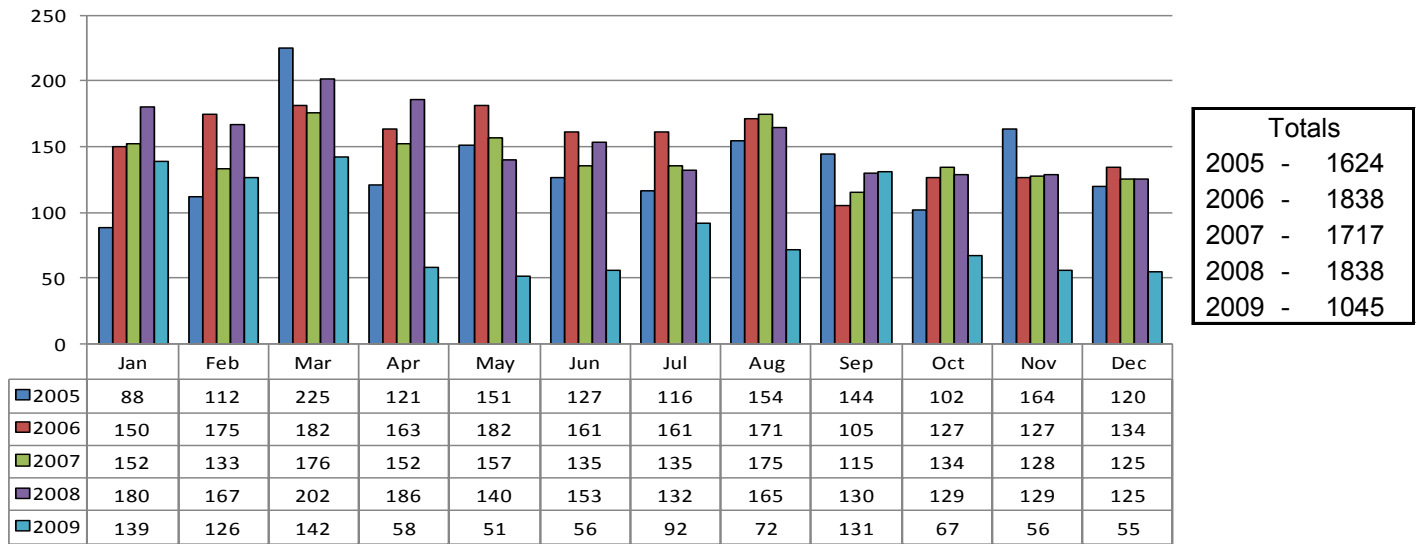
25% of annual salary and benefits ($\$68,503 * 25\%$) = \$17,126

Total Cost of Turnover

(# terminated employees * turnover cost per employee) = \$13,563,792

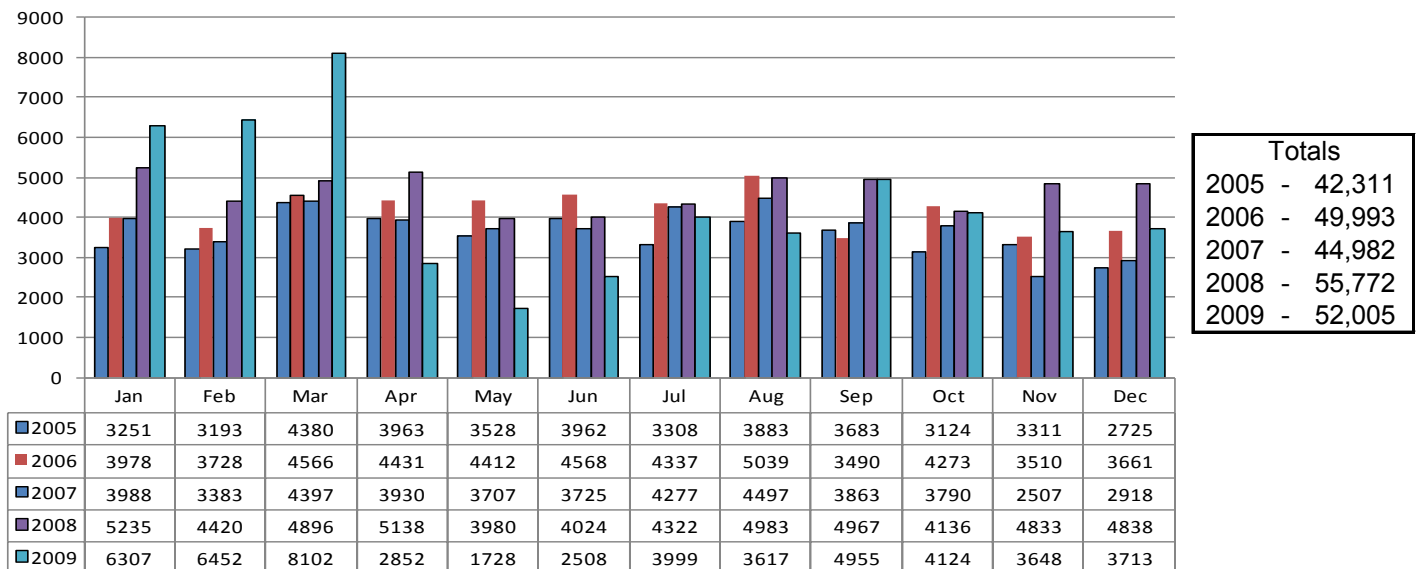
Position Recruitments

Note: Effective April 7, 2009, Governor Freudenthal implemented hiring restrictions of state agencies.



This chart represents only the number of job announcements posted by the Human Resources Division of Administration & Information.

Employment Applications Received for Position Vacancies



This chart represents the number of employment applications received by the Human Resources Division of Administration & Information. These applications are for the positions recruited for by A&I Human Resources and do not represent all employment applications received by State Agencies.

Legislative Service Office Judicial Branch

Legislative Service Office

	# Employees	Average Salary	Average Length of Service	Average Age
LSO Total	35	\$6,068	11.8 yr	43.0 yr
Male	20	\$6,940	13.6 yr	42.8 yr
Female	15	\$4,905	9.4 yr	43.4 yr
LSO Summary Data Comparison to 2008 data	# of employees has increased by 2 (+6.1%) Average salary has increased 0.9% Average male salary has increased 0.2% Average female salary has decreased 4.9% Average female salary is 70.7% of the average male salary Turnover rate = 14.3%			

Judicial Branch

	# Employees	Average Salary	Average Length of Service	Average Age
Judicial Total	340	\$5,161	9.5 yr	47.0 yr
Male	95	\$7,550	9.7 yr	50.9 yr
Female	245	\$4,234	9.4 yr	45.5yr
Judicial Summary Data Comparison to 2008 data	# of employees has decreased by 4 (-1.2%) Average salary has increased 5.2% Average male salary has increased 5.2% Average female salary has increased 4.2% Average female salary is 56.1% of the average male salary Turnover rate = 6.5%			

University Of Wyoming

University of Wyoming

- **Number of Filled Positions & Average Monthly Salaries**
- **December 2009 (EIS Report)**

Number Filled Positions

EEO Categories	FY10	FY09	FY08	FY07	FY06	Change '09 - '10
1 - Executive/Administrative	176	188	178	177	174	-6.4%
2 - Faculty/Academic Professionals	871	843	829	807	800	3.3%
3 - Professional/Non-Faculty Staff	478	518	496	467	460	-7.7%
4 - Clerical/Secretarial	209	224	232	231	225	-6.7%
5 - Technical/Paraprofessional	61	56	57	55	50	8.9%
6 - Skilled Crafts/Trades	48	51	49	51	50	-5.9%
7 - Service/Maintenance	136	141	140	143	136	-3.5%
Total Filled Section 1 Positions	1,979	2,021	1,981	1,931	1,895	-2.1%

Average Monthly Salaries

EEO Categories	FY10	FY09	FY08	FY07	FY06	Change '09 - '10
1 - Executive/Administrative	\$9,820	\$9,208	\$8,857	\$7,485	\$7,883	6.6%
2 - Faculty/Academic Professionals	\$6,073	\$5,915	\$5,708	\$4,761	\$5,160	2.7%
3 - Professional/Non-Faculty Staff	\$4,534	\$4,475	\$4,305	\$3,567	\$3,754	1.3%
4 - Clerical/Secretarial	\$2,679	\$2,619	\$2,540	\$2,112	\$2,196	2.3%
5 - Technical/Paraprofessional	\$2,993	\$2,952	\$2,905	\$2,427	\$2,516	1.4%
6 - Skilled Crafts/Trades	\$3,944	\$3,839	\$3,698	\$3,062	\$3,160	2.7%
7 - Service/Maintenance	\$2,434	\$2,289	\$2,249	\$1,854	\$1,962	6.4%
Total Filled Section 1 Positions	\$5,279	\$5,099	\$4,894	\$4,078	\$4,365	3.5%

Executive/Administrative Professional:

This category includes those persons who are: responsible for the management of the institution or any of its recognized departments or subdivisions; evaluate the work of others; and, interpret and carry out policies and procedures of the board. Those included are presidents, vice-presidents, deans, directors, dept. heads/chairs, and immediate subordinates.

Faculty/Academic Professional:

This category includes those persons whose specific assignments are for the purpose of conducting instruction service and who hold academic rank titles including lecturer, University extension educators, and research scientists.

UW HR Classification/Compensation
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Appendix

Formulas for Metric Calculations



Average Annual Base Salary (p6)

$$\text{percent change} = \frac{\text{salary}}{\text{previous year salary}}$$

Turnover Rate throughout the document

* includes both voluntary and involuntary unless noted

* this does not account for transfers within or between agencies

$$\text{turnover rate} = \frac{\text{count of terminations}}{\text{employee count on Dec 31}}$$

Total Compensation Analysis (p7)

$$\text{benefits as a percent of salary} = \frac{\text{benefits subtotal}}{\text{salary}}$$

total compensation pie chart reflects each component as a % of total compensation

$$X\% = \frac{\text{component}}{\text{total compensation}}$$

Employee Count by Agency (p9)

$$\% \text{ change} = \frac{\text{employee count}}{\text{employee count previous year}}$$

Employee Distribution among Agencies (p11)

$$\% = \frac{\text{employee count}}{\text{employee count previous year}} - 1$$

Average Monthly Base Salary by Agency (p12)

ranked by highest average salary

$$\% \text{ change} = \frac{\text{salary}}{\text{salary of previous year}}$$

Employee Gender by Agency (p13)

$$\% \text{ of agency workforce} = \frac{\text{count of gender}}{\text{total employee count}}$$

Employee Salary and Gender Comparisons (p14, 16)

$$\% \text{ change} = \frac{\text{salary}}{\text{salary of previous year}} - 1$$

$$\% \text{ Female/Male} = \frac{\text{average female salary}}{\text{average male salary}}$$

Employees by Occupational Group (p15)

$$\% \text{ of workforce} = \frac{\text{incumbents}}{\text{total employee count}}$$

Employees by County (p17)

$$\text{Total Annualized Base Pay} = \text{employee count} \times \text{average monthly salary} \times 12$$

Workforce Age & Length of Service Trends (p21)

$$\% \text{ over 55} = \frac{\text{employee count age 55 \& over}}{\text{total employee count}}$$

$$\% \text{ receiving longevity} = \frac{\text{count receiving longevity}}{\text{total employee count}}$$

Workforce Age Summary (p22)

$$\% \text{ of workforce} = \frac{\text{employee count in age range}}{\text{total employee count}}$$

Longevities by Agency (p24)

$$\begin{aligned} \text{monthly expense} &= (5 \text{ yr count} \times \$40) \\ &+ (10 \text{ yr count} \times \$80) \\ &+ (15 \text{ yr count} \times \$120) \\ &+ (20 \text{ yr count} \times \$160) \\ &+ (25 \text{ yr count} \times \$200) \\ &+ (30 \text{ yr count} \times \$240) \\ &+ (35 \text{ yr count} \times \$280) \\ &+ (40 \text{ yr count} \times \$320) \\ &+ (45 \text{ yr count} \times \$360) \\ &+ (50 \text{ yr count} \times \$400) \end{aligned}$$

Retirement Eligibility (p25 & 26)

$$\% \text{ of employees eligible} = \frac{\text{employee count of given year}}{\text{current employee count}}$$

Total Turnover by Age Group (p29)

$$\text{Turnover rate for Age Group} = \frac{\text{count of terms in Age Group}}{\text{count of employees in Age Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in Age Group}}{\text{count of total terminations}}$$

$$\text{Age Group equals this \% of workforce} = \frac{\text{count of employees in Age Group}}{\text{total employee count}}$$

Total Turnover by Length of Service Group (p30)

$$\text{Turnover rate for Length of Service Group} = \frac{\text{count of terms in Length of Service Group}}{\text{count of employees in Length of Service Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in Length of Service Group}}{\text{count of total terminations}}$$

$$\begin{aligned} \text{Length of Service Group equals} &= \frac{\text{count of employees in Length of Service Group}}{\text{total employee count}} \\ \text{this \% of workforce} & \end{aligned}$$

Voluntary Turnover by Age Group (p31)

$$\text{Voluntary Turnover rate for Age Group} = \frac{\text{count of voluntary terms in Age Group}}{\text{count of employees in Age Group}}$$

$$\% \text{ of Voluntary turnover} = \frac{\text{count of voluntary terms in Age Group}}{\text{count of voluntary terminations}}$$

$$\text{Age Group equals this \% of workforce} = \frac{\text{count of employees in Age Group}}{\text{total employee count}}$$

Voluntary Turnover by Length of Service Group (p31)

$$\text{Voluntary Turnover rate for Length of Service Group} = \frac{\text{count of voluntary terms in LOS Group}}{\text{count of employees in Length of Service Group}}$$

$$\% \text{ of total turnover} = \frac{\text{count of voluntary terms in LOS Group}}{\text{count of total terminations}}$$

$$\text{Length of Service Group equals this \% of workforce} = \frac{\text{count of employees in Length of Service Group}}{\text{total employee count}}$$

Turnover Rates by Classification (p32)

$$\text{classification turnover rates} = \frac{\text{count of terms in classification}}{\text{Classification incumbents Dec 31}}$$

$$\% \text{ of total turnover} = \frac{\text{count of terms in classification}}{\text{count of total terminations}}$$

LSO & Judicial Branch (p35)

$$\text{employee count \% change} = \frac{\text{employee count}}{\text{employee count of previous year}} - 1$$

$$\text{average salary \% change} = \frac{\text{average salary}}{\text{salary of previous year}} - 1$$